



**DEPARTMENT OF THE ARMY**  
**OFFICE OF THE DEPUTY CHIEF OF STAFF G-1**  
**300 ARMY PENTAGON**  
**WASHINGTON, D.C. 20310-0300**

DAPE-MPE-PD

**MAY 15 2006**

**MEMORANDUM FOR PRESIDENT AND MEMBERS OF THE BOARD**

**SUBJECT: Memorandum of Instruction (MOI) for the Calendar Year (CY) 06 Active Guard Reserve (AGR) Sergeant First Class (SFC) Selection Board**

1. Authority: In accordance with Chapter 4, AR 140-158, this selection board is appointed to consider USAR AGR noncommissioned officers (NCO) for promotion to Sergeant First Class (SFC).
2. Membership: You have been selected to serve on this board because the Army has confidence in your ability to recognize those NCOs who will make the greatest contribution as Army leaders in the years ahead. Bear in mind the serious nature of board duty and your obligation to ensure these proceedings remain above reproach at all times. The oath you will take obliges you to ensure that all eligible NCOs are considered without prejudice. You will adhere to that oath and to all governing laws, directives, regulations, written administrative instructions regarding board procedures, and these instructions in selecting NCOs who meet the needs of the Army as outlined here. Your failure to do so may be cause to remove you from this board. This is your charter.
3. General:
  - a. This board will convene at the U.S. Army Human Resources Command, St. Louis, Missouri, on 6 June 2006, or on call. Enclosure 1 specifies the required oaths.
  - b. On 13 November 2002, the Deputy Chief of Staff, G-1 (DCS, G-1), approved Annex E to the Army Mobilization Operations and Execution System (AMOPES) revision. Paragraph 1c(1)(c), tab E (Personnel Service Support for Sustainment of the Force) to appendix 2 (Military Personnel Management) to annex E (Personnel) to AMOPES directs the suspension of the Qualitative Management Program (QMP) during contingency operations or OPLAN execution under partial mobilization. As a result of the current mobilization status and this directive, Soldiers will not be considered for QMP by this board.
  - c. Due to the implementation of Stop Loss, Soldiers who would normally be ineligible for consideration due to Retention Control Points (RCP) (BASD is earlier than 6 June 1987) and who are impacted by unit Stop Loss will be eligible for promotion consideration, provided they are otherwise eligible. Soldiers impacted by Stop

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Loss with previously approved retirements will be considered fully eligible for consideration (provided otherwise eligible).

d. The Army Reserve Active Duty Management Directorate has approved Soldiers to extend beyond their RCP. These Soldiers will be considered for promotion provided that they are not within 30 months of 29 years of active service or within 30 months of age 60 as of the convening date of the board.

4. Zones of Consideration:

a. For promotion consideration: All Basic Noncommissioned Officer Course (BNCOC) qualified Staff Sergeants (SSG) with dates of rank (DOR) of 6 June 2004 and earlier and whose BASD is on or after 6 June 1987, with 180 days in the AGR Program (8 December 2005) and a date of birth of 7 December 1948 and later, will be considered:

(1) Primary Zone (PZ): SSG with DOR of 6 June 2003 and earlier.

(2) Secondary Zone (SZ): SSG with DOR of 7 June 2003 through 6 June 2004.

(3) SSG in the following categories will not be considered:

(a) who have an approved retirement (unless Soldier is affected by Stop Loss/ Stop Move). Soldiers in this category will not gain eligibility for consideration by withdrawing their application after the convening of the board.

(b) who have an approved DA Directed Denial of Continued Service.

(c) who have an approved local bar to reenlistment.

(d) who have not completed BNCOC (only those with exceptions mentioned in 5d will be considered).

(e) who have signed a Declination of Continued Service Statement (DCSS).

(f) who do not possess a high school diploma, GED equivalent, or higher.

(g) who are ineligible to reenlist due to courts-martial conviction, confinement, or AWOL.

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b. Soldiers whose Basic Active Service Date (BASD) is earlier than 6 June 1987 would normally be ineligible for consideration due to their impending RCP. These Soldiers will be eligible for promotion consideration if they are impacted by unit Stop Loss and are otherwise eligible.

5. Method and Number to be Selected:

a. The board's mission includes:

(1) Promotions to SFC: Select the best qualified SSG in the zone of consideration by Military Occupational Specialty (MOS) for promotion to SFC.

(2) Enlisted Standby Advisory Board (STAB): Review cases for removal from existing centralized promotion lists, for promotion reconsideration, and for initial promotion consideration. Only selected members of the board will sit on the STAB. STABs will be governed by separate MOI.

b. The best-qualified NCOs in each MOS will be recommended for promotion selection to SFC IAW the needs of the Army.

c. Before the board can determine whether an NCO is among the best qualified for selection, it must first determine which NCOs are fully qualified for promotion to SFC. Consideration must be accomplished in complete objectivity with the good of the service and the needs of the Army of primary importance. The selection board will be provided the performance portion (P-fiche) of the Official Military Personnel File (OMPF) of all eligible NCOs and may also be provided disciplinary data from the restricted portion of the OMPF, IAW ODCS, G-1, memorandum dated 21 January 2002.

d. There will be a number of SSG in the eligibility zone that have not completed their Basic Noncommissioned Officer Course (BNCOC). Under ordinary circumstances, these NCOs would not be eligible for promotion consideration. Due to deployments to Operation Iraqi Freedom (OIF) and Operation Enduring Freedom (OEF) some Soldiers were either removed from BNCOC or not allowed to attend. Had they not deployed, they would have potentially been graduates and fully eligible for promotion consideration. Thus, on a case-by-case basis, the DCS, G-1 waived the NCOES completion requirement for eligibility and they are otherwise eligible for consideration. Soldiers selected for promotion with an NCOES waiver will have their promotion to SFC held in abeyance until completion of the required NCOES course.

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e. The Army has a shortfall in 79R, Recruiters, at the rank of SFC and your board will review records of Detailed Recruiters for promotion, selection and potential reclassification to 79R. After the board has completed the voting process, records of "fully qualified" NCOs not selected for promotion in their primary MOS that are currently serving or have served as a Detailed Recruiter (have at least one NCOER as a detailed recruiter) and have signed an acceptance statement for 79R consideration, will be referred for revoting and consideration for promotion selection as a 79R. The board will revote "fully qualified" records referred to them and create a Detailed Recruiter OML for potential reclassification to MOS 79R.

(1) Prior to voting Detailed Recruiter files, the board will review their standards to ensure they have identified those specific indicators that justify the rating of "success" or "successful" as an indication that the NCO is fully qualified as a Detailed Recruiter. Ratings of "excellence" or "exceeded" should be supported by specific examples and measurable results, and should indicate that the NCO is clearly better than most others. This review of the standards is important since the record and achievements of a Detailed Recruiter will be different than a career 79R.

(2) Original personnel data sheets will remain with the referred records.

(3) Continue to select the "best qualified" NCOs as outlined in this MOI and Board Guidance. Do not feel compelled to select NCOs that you feel do not have the potential to serve successfully in USAREC. Select objectives will be increased in 79R to accommodate the Army-wide shortage in this field. The 79R on the board will be available for information and advice on the utilization, performance, and expectations of Detailed Recruiters.

6. Career Field and Skill Selection Requirement: N/A

7. Guidance: See enclosure 2.

8. Additional Guidance:

a. Evaluations: Complete-the-record reports are optional and authorized only for SSGs competing for SFC. They may be submitted only for NCOs who have completed at least three months under the same rater as of 31 March 2006 and have not received a previous report for the current duty position. All complete-the-record reports will contain the following entry for type of report in part I, block G-04/CTR/SFC. Ending month of report will be March 2006. Reports will not be signed prior to 1 April 2006. Absence of such a report is not a basis for STAB reconsideration. NCO-ERs or copies

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submitted directly to the board by an NCO will not be accepted and/or referred to the board.

b. Commanders are reminded that the 60-day option NCO-ER is authorized upon request for NCOs deployed in the contingency area of operations. These NCO-ERs will be prepared per paragraph 3-35, AR 623-205. Soldiers in the zone of consideration for promotion to SFC who do not qualify for complete-the-record NCOER (minimum 90 rated days) may qualify for the 60-day option NCO-ER (minimum 60 rated days). Reports must arrive no later than 16 May 2006.

c. After-Action Reports (2): Both reports are prepared by the Board President. The first report will cover issues and recommendations of interest to the DCS, G-1. The second report will cover issues and recommendations to provide feedback to Soldiers and Commanders in the field.

9. Special Charge to the Board Membership:

a. You are charged with the task of selecting the NCO leadership of the Army. This MOI provides ample guidance for you to accomplish this mission. In the end, however, the future of the Army rests on your collective judgment.

b. Recommendations of the selection board will be marked "FOR OFFICIAL USE ONLY" and will be so considered until the final recommended list is announced by Department of the Army.

c. Board membership will not be released until after the final recommended list is announced by Department of the Army.

d. After the board has been adjourned by the DCS, G-1, or his designated representative, members are encouraged to familiarize officers and noncommissioned officers with the selection board procedures. In this regard, the DA Secretariat will provide you a standard briefing. The "FOR OFFICIAL USE ONLY" protective marking of this MOI and enclosures are canceled after the final recommended list is approved and publicly announced by Department of the Army.

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e. Specific statistical analysis or details of the board proceedings pertaining to selection or non-selection of individual Soldiers, whether recorded or unrecorded, will not be disclosed for any reason.

f. The board will not adjourn until authorized to do so by the DCS, G-1, or his designated representative.

10. Equal Opportunity:

a. The success of today's Army comes from total commitment to the ideals of freedom, fairness, and human dignity upon which our country was founded. People remain the cornerstone of readiness. To this end, equal opportunity for all Soldiers is the only acceptable standard for our Army. This principle applies to every aspect of career development and utilization in our Army, but is especially important to demonstrate in the selection process. To the extent that each board demonstrates that race, ethnic background, and gender are not impediments to selection for school, command, and promotion, our Soldiers will have a clear perception of equal opportunity in the selection process. The diverse backgrounds, ideas, and insights offered by Soldiers and citizens of all races and of both sexes are a great source of strength for our Nation and our Army. We can best ensure that this source of strength endures by your strict consideration of only merit and ability when selecting Soldiers for promotion.

b. You must be alert to the possibility of past personal or institutional discriminations--whether intentional or inadvertent--in the assignment patterns, evaluations, or professional development of all NCOs. Such discrimination may be unintentional, not motivated by malice, bigotry, or prejudice, and may have been the result of past service utilization practices. Indicators of discrimination may include disproportionately lower evaluation reports; assignments of lesser importance or responsibility; lack of opportunity to attend career-building military schools; gratuitous mention of race, ethnicity, or gender; or mention of an NCO's organizational or institutional affiliations unrelated to duty performance and potential. Take these factors into consideration in assessing the degree to which an NCO's record, as a whole, is an accurate reflection, free of bias, of that NCO's performance and potential. The forgoing guidance shall not be interpreted as requiring or authorizing you to extend any preference of any sort to any NCO or group of NCOs on the basis of race, ethnicity, or gender.

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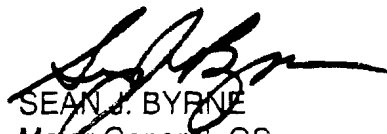
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11. Thank you for your service as a member of these boards. Your decisions will have a lasting effect on the Army. Our Soldiers and Army civilians deserve leaders who are competent in their duties and who treat them with dignity, respect, and fairness at all times. This ethic is essential to a cohesive and disciplined Army. Just as you have been charged to make your selection without prejudice or partiality, so also must you select NCOs who adhere to these principles if we are to sustain an Army that can win our Nation's wars. I have great confidence in your ability to carry out this important responsibility.

BY THE ORDER OF THE SECRETARY OF THE ARMY:

3 Enclosures

1. Admin Instructions
2. Board Guidance
3. Board Membership



SEAN J. BYRNE  
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Director of Military  
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